



LAMPIRAN

Tabel Coding Komitmen Organisasi

No	Nama	Usia	JK	Pernyataan																		RS
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
				F	F	F	UF	UF	UF	F	F	F	UF	UF	UF	F	F	F	UF	UF	UF	
1	TS	40	L	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	53
2	FG	33	P	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
3	NM	39	L	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	53
4	AS	27	L	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	4	3	3	53
5	W	37	P	3	2	3	2	2	3	2	3	3	3	2	2	3	2	4	3	3	2	47
6	LC	43	L	2	3	3	3	3	3	3	3	3	3	3	2	3	2	3	3	2	2	49
7	BM	33	L	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	53
8	I	40	P	4	4	4	3	3	4	4	3	4	4	3	3	4	3	4	4	3	3	64
9	AR	25	P	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	56
10	NF	25	P	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
11	D	38	P	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	53
12	JB	31	L	3	4	3	3	2	4	3	3	3	4	3	3	2	3	3	4	4	2	56
13	SK	30	P	4	4	3	3	4	4	3	3	4	4	3	4	4	3	4	3	4	3	64
14	WC	31	L	3	2	3	3	2	4	3	3	3	4	4	2	3	3	3	4	4	4	57
15	RE	35	P	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	4	4	3	58
16	GH	39	L	2	2	3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	2	49
17	ER	38	P	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	71
18	RF	44	L	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	4	2	3	53
19	SM	34	P	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
20	STN	36	L	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
21	DH	37	L	4	3	4	3	2	4	3	1	4	2	3	3	3	4	4	3	2	2	54
22	ZA	56	P	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	53
23	L	30	P	3	3	2	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	52
24	RI	42	L	4	3	3	3	3	3	2	2	3	3	3	3	2	3	4	3	3	2	52
25	YT	35	L	3	3	3	3	3	3	2	2	3	2	3	3	3	2	2	3	2	2	47
26	RNJ	24	L	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	4	2	3	53
27	SY	46	L	4	4	4	4	4	4	1	4	4	3	3	4	4	1	4	4	4	4	64

Tabel Coding Valid Komitmen Organisasi

No	Nama	Usia	JK	Pernyataan																		RS
				1	2	3	4	5	6	8	9	10	11	12	13	15	16	17	18			
				F	F	F	UF	UF	UF	F	F	UF	UF	UF	F	F	UF	UF	UF			
1	TS	40	L	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	47		
2	FG	33	P	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48		
3	NM	39	L	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	47		
4	AS	27	L	3	3	3	3	3	3	3	3	3	3	3	3	2	4	3	3	48		
5	W	37	P	3	2	3	2	2	3	3	3	3	2	2	3	4	3	3	2	43		
6	LC	43	L	2	3	3	3	3	3	3	3	3	3	2	3	3	3	2	2	44		
7	BM	33	L	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	47		
8	I	40	P	4	4	4	3	3	4	3	4	4	3	3	4	4	4	3	3	57		
9	AR	25	P	3	3	3	3	3	4	3	3	3	3	3	3	3	4	3	3	50		
10	NF	25	P	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48		
11	D	38	P	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48		
12	JB	31	L	3	4	3	3	2	4	3	3	4	3	3	2	3	4	4	2	50		
13	SK	30	P	4	4	3	3	4	4	3	4	4	3	4	4	4	3	4	3	58		
14	WC	31	L	3	2	3	3	2	4	3	3	4	4	2	3	3	4	4	4	51		
15	RE	35	P	3	3	3	3	3	3	3	3	3	4	4	3	3	4	4	3	52		
16	GH	39	L	2	2	3	2	2	3	3	3	3	3	3	3	3	3	3	2	43		
17	ER	38	P	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	63		
18	RF	44	L	3	3	3	3	3	3	2	3	3	3	3	3	3	4	2	3	47		
19	SM	34	P	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48		
20	STN	36	L	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48		
21	DH	37	L	4	3	4	3	2	4	1	4	2	3	3	3	4	3	2	2	47		
22	ZA	56	P	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	47		
23	L	30	P	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	47		
24	RI	42	L	4	3	3	3	3	3	2	3	3	3	3	2	4	3	3	2	47		
25	YT	35	L	3	3	3	3	3	3	2	3	2	3	3	3	2	3	2	2	43		
26	RNJ	24	L	3	3	3	3	3	3	2	3	3	3	3	3	3	4	2	3	47		
27	SY	46	L	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	62		

Tabel Coding Kepuasan Kerja

No	Nama	Usia	JK	Pernyataan																																											
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39					
				F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF				
1	TS	40	L	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3			
2	FG	33	P	3	3	4	3	2	3	3	2	3	2	3	3	2	3	3	3	2	3	3	3	2	2	3	3	2	2	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	2	3	2
3	NM	39	L	3	3	4	2	3	3	2	1	4	3	3	3	3	3	2	2	2	3	3	2	3	2	4	1	2	2	3	3	3	3	3	3	3	3	3	3	3	3	4	4	1	3	3	1
4	AS	27	L	4	3	4	3	4	4	4	3	3	3	4	3	3	3	3	3	3	3	3	3	3	2	3	2	4	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2
5	W	37	P	2	2	2	2	4	2	2	1	2	3	3	3	2	3	3	3	2	3	3	3	2	3	2	3	2	3	3	2	2	3	2	3	2	3	2	3	2	3	3	2	2	2	2	
6	LC	43	L	3	3	3	3	2	4	3	3	3	3	3	3	3	4	4	3	3	3	3	4	2	2	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	4	4	3	3	3	
7	BM	33	L	3	3	4	2	3	3	2	1	4	3	3	3	3	3	2	2	2	3	3	2	3	2	4	1	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	1	3	3
8	I	40	P	2	2	3	3	3	3	2	2	3	2	3	3	3	3	2	2	2	3	3	2	3	3	3	3	3	3	4	2	2	3	2	3	3	3	3	3	3	3	3	3	3	1	3	3
9	AR	25	P	3	3	3	3	3	3	4	3	4	3	4	3	3	3	3	3	3	3	4	3	3	4	4	3	3	3	3	2	3	3	3	3	1	3	3	4	1	3	3	3	3	3		
10	NF	25	P	4	2	3	2	3	4	3	2	4	2	3	3	3	2	3	3	2	2	2	1	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
11	D	38	P	3	3	3	2	3	3	3	3	3	3	2	3	3	3	3	2	3	2	3	2	3	3	3	3	3	3	2	3	3	3	3	2	3	3	2	3	3	2	3	3	3	3	3	3
12	JB	31	L	4	2	3	3	3	3	2	2	3	1	4	3	2	3	4	3	2	3	2	2	3	4	3	3	3	4	4	3	2	3	2	2	2	4	3	2	2	4	3	2	4	3	3	3
13	SK	30	P	4	3	3	3	2	4	4	3	3	3	4	3	2	3	4	3	4	3	3	3	3	3	4	3	3	4	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3
14	WC	31	L	3	3	3	3	3	4	2	2	3	3	3	3	3	3	3	3	2	3	3	3	2	2	3	3	3	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
15	RE	35	P	3	3	3	3	3	3	3	2	3	3	4	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	2	2	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3
16	GH	39	L	3	3	3	3	2	3	3	2	3	2	3	3	2	3	3	3	2	3	3	3	2	3	3	3	2	2	2	2	3	3	3	4	2	3	3	3	4	3	2	3	2	3	2	
17	ER	38	P	4	2	4	1	4	4	3	2	4	3	4	4	4	4	4	3	3	3	4	2	4	3	4	3	4	3	3	2	1	4	1	4	4	4	3	4	4	3	4	4	3	3	3	
18	RF	44	L	4	4	3	2	3	4	4	4	3	3	3	3	3	4	3	2	2	3	3	3	3	4	3	3	3	4	4	2	2	3	2	3	4	3	3	3	3	3	3	3	3	2	3	2
19	SM	34	P	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	2	3	3	3	3	3	4	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
20	STN	36	L	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	2	2	3	3	3	3	3	2	3	3	2	3	2	2	3	3	3	2	2	3	3	2	2	3	3	3	3	3	3
21	DH	37	L	4	3	3	3	3	4	4	2	4	3	4	3	4	1	4	3	2	3	2	4	4	3	3	3	4	4	3	2	3	3	3	4	3	4	3	4	3	4	3	4	3	4	3	3
22	ZA	56	P	3	3	3	3	4	3	3	3	3	3	3	3	3	2	2	2	3	3	3	3	2	3	3	2	2	3	2	2	3	2	2	3	2	2	3	2	2	3	3	3	3	2	3	2
23	L	30	P	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	4	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
24	RI	42	L	4	3	4	3	2	3	4	3	4	3	3	3	4	3	4	3	3	2	4	3	3	4	3	3	3	4	3	3	2	3	2	2	4	3	2	3	2	3	4	3	4	3	3	
25	YT	35	L	4	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	2	3	2	2	3	3	3	3	3	2	3	3	2	3	2	3	3	2	3	3	2	3	3	2	3	3	2	
26	RNJ	24	L	4	4	3	2	3	4	4	4	3	3	3	3	3	4	3	2	2	3	3	3	3	4	3	3	3	4	4	2	2	3	2	3	1	3	3	3	3	3	2	3	3	2		
27	SY	46	L	4	4	4	4	4	4	1	3	4	4	4	4	4	4	2	2	4	4	4	3	4	3	4	4	1	4	4	2	3	4	1	2	4	4	3	4	4	4	4	4	4	4	4	

40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	RS
F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	UF	F	
3	3	3	3	4	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	181
3	3	3	3	4	4	3	4	1	3	3	3	3	3	3	3	3	3	3	3	2	169
3	3	3	3	4	4	3	4	1	3	3	3	3	3	3	4	3	3	3	3	2	171
3	4	3	3	3	3	2	3	3	3	3	3	3	3	3	4	3	3	3	3	3	184
3	3	3	4	4	4	1	1	2	2	2	2	2	2	2	3	2	3	2	3	2	149
3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	4	3	3	4	4	2	185
3	3	3	3	4	4	3	4	1	3	3	3	3	3	3	4	3	3	3	3	2	171
3	3	3	3	3	3	2	2	2	2	3	3	2	3	3	3	3	3	3	3	4	163
3	4	3	3	3	4	3	3	3	3	4	3	3	3	3	4	3	3	3	3	3	186
3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	170
3	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	170
2	4	3	4	3	4	3	3	2	2	3	3	2	2	3	3	3	3	3	4	3	172
3	4	4	3	3	3	4	4	3	3	4	3	2	3	3	3	3	3	3	4	4	194
3	3	2	3	4	3	2	3	3	1	3	3	3	3	3	3	3	3	3	3	3	170
3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	178
2	3	1	4	4	1	2	3	2	1	3	3	2	3	3	4	3	3	3	3	3	163
3	4	4	4	4	4	3	4	3	2	4	1	3	3	4	4	4	4	4	4	4	202
4	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	3	2	3	4	4	188
3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	180
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	170
3	3	4	3	3	3	4	3	4	2	4	3	2	3	3	3	3	4	3	2	4	192
2	2	2	2	3	3	2	3	2	2	2	3	2	3	3	3	3	3	3	3	2	159
3	4	3	3	3	3	2	3	3	2	3	3	3	3	3	4	3	3	3	3	3	178
4	3	3	3	2	3	3	1	4	3	3	3	4	3	4	3	4	3	4	3	4	189
3	3	2	3	3	3	2	3	2	2	3	2	2	2	3	3	2	3	3	3	3	163
4	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	3	2	3	4	4	185
4	4	4	4	4	4	3	1	4	2	4	4	4	4	4	4	4	4	4	3	4	211

No	Nama	Usia	JK	Pernyataan																															
				1	2	3	6	7	9	10	11	12	13	14	15	17	18	19	20	21	22	23	25	27	28	31	35	38	39	40	41	42	46	48	50
				F	UF	F	UF	F	F	UF	F	UF	F	UF	F	F	UF	F	UF	F	UF	F	F	F	F	UF	UF	UF	F	UF	F	UF	F	F	F
1	TS	40	L	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4		
2	FG	33	P	3	3	4	3	3	3	2	3	3	2	3	3	2	3	3	3	2	2	3	2	2	3	3	3	3	2	3	3	3	3	1	3
3	NM	39	L	3	3	4	3	2	4	3	3	3	3	3	3	2	2	3	3	2	3	2	1	2	3	3	3	4	1	3	3	3	3	1	3
4	AS	27	L	4	3	4	4	4	3	3	4	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	2	3	4	3	2	3	3	
5	W	37	P	2	2	2	2	2	2	3	3	3	2	3	3	2	3	3	3	2	3	2	2	3	2	2	2	2	2	3	3	3	1	2	2
6	LC	43	L	3	3	3	4	3	3	3	3	3	3	4	4	3	3	3	4	2	2	3	3	2	3	3	3	4	3	3	3	3	3	3	3
7	BM	33	L	3	3	4	3	2	4	3	3	3	3	3	3	2	2	3	3	2	3	2	1	2	3	3	3	4	1	3	3	3	3	1	3
8	I	40	P	2	2	3	3	2	3	2	3	3	3	3	3	2	2	3	3	2	3	3	3	4	2	2	3	3	1	3	3	3	2	2	3
9	AR	25	P	3	3	3	3	4	4	3	4	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3	1	3	3	4	3	3	3	3	4
10	NF	25	P	4	2	3	4	3	4	2	3	3	3	2	3	2	2	2	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
11	D	38	P	3	3	3	3	3	3	3	3	2	3	3	3	2	3	2	3	2	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3
12	JB	31	L	4	2	3	3	2	3	1	4	3	2	3	4	2	3	2	2	3	4	3	3	4	3	2	3	4	3	2	4	3	3	2	3
13	SK	30	P	4	3	3	4	4	3	3	4	3	2	3	4	4	3	3	3	3	3	4	3	3	4	4	3	3	3	3	4	4	4	3	4
14	WC	31	L	3	3	3	4	2	3	3	3	3	3	3	3	2	3	3	3	2	2	3	3	3	2	3	3	3	3	3	3	2	2	3	3
15	RE	35	P	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	4	3	3	2	3	3	3	3	3	3	3	3	3	3
16	GH	39	L	3	3	3	3	3	3	2	3	3	2	3	3	2	3	3	3	2	3	3	2	2	2	3	3	3	2	2	3	1	2	2	3
17	ER	38	P	4	2	4	4	3	4	3	4	4	4	4	4	3	3	3	4	2	4	3	3	3	3	4	4	4	3	3	4	4	3	3	4
18	RF	44	L	4	4	3	4	4	3	3	3	3	3	4	3	2	3	3	3	3	3	4	3	4	4	3	3	3	2	4	3	3	3	3	3
19	SM	34	P	3	3	3	3	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3
20	STN	36	L	3	3	3	3	3	3	3	3	3	3	2	3	2	2	3	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3
21	DH	37	L	4	3	3	4	4	4	3	4	3	4	3	4	4	3	2	3	2	4	4	3	4	4	3	3	4	3	3	3	4	4	4	4
22	ZA	56	P	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	2	3	2	3	2	3	3	2	2	2	2	2	2	2
23	L	30	P	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	2	3	3	3	3	3	4	3	2	3	3
24	RI	42	L	4	3	4	3	4	4	3	3	3	4	3	4	3	2	4	3	3	3	4	3	4	3	3	3	4	3	4	3	3	3	4	3
25	YT	35	L	4	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	2	3	3	3	2	2	3	3	2	3	3	2	2	2	3
26	RNJ	24	L	4	4	3	4	4	3	3	3	3	3	4	3	2	3	3	3	3	3	4	3	4	4	3	3	3	2	4	3	3	3	3	3
27	SY	46	L	4	4	4	4	4	3	4	4	4	4	4	4	2	4	4	4	3	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4

52	53	54	55	56	57	58	60	RS
F	UF	F	UF	F	UF	F	F	
3	3	3	3	3	3	3	3	121
3	3	3	3	3	3	3	2	110
3	3	3	4	3	3	3	2	111
3	3	3	4	3	3	3	3	123
2	2	2	3	2	3	2	2	94
3	3	4	4	3	3	4	2	124
3	3	3	4	3	3	3	2	111
2	3	3	3	3	3	3	4	108
3	3	3	4	3	3	3	3	126
2	2	3	3	3	3	3	3	113
3	3	3	3	3	3	3	3	114
2	2	3	3	3	3	3	3	114
2	3	3	3	3	3	3	4	132
3	3	3	3	3	3	3	3	114
3	3	3	3	3	3	3	3	121
3	3	3	4	3	3	3	3	107
3	4	4	4	4	4	4	4	141
4	4	4	3	2	3	3	4	130
3	3	3	3	3	3	3	3	119
3	3	3	3	3	3	3	3	115
3	3	3	3	3	4	3	4	136
3	3	3	3	3	3	3	2	106
3	3	4	3	3	3	3	3	119
3	4	3	4	3	4	4	4	136
2	3	3	2	3	3	3	3	109
4	4	4	3	2	3	3	4	130
4	4	4	4	4	4	4	4	154

Validitas & reliabilitas Komitmen Organisasi

Putaran 1

Case Processing Summary

		N	%
Cases	Valid	27	100.0
	Excluded (a)	0	.0
	Total	27	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.877	18

Item Statistics

	Mean	Std. Deviation	N
Item 1	3.15	.534	27
Item 2	3.07	.550	27
Item 3	3.07	.385	27
Item 4	3.00	.392	27
Item 5	2.93	.550	27
Item 6	3.30	.465	27
Item 7	2.89	.577	27
Item 8	2.85	.602	27
Item 9	3.19	.396	27
Item 10	3.11	.506	27
Item 11	3.07	.385	27
Item 12	2.93	.616	27
Item 13	3.07	.474	27
Item 14	2.78	.641	27
Item 15	3.15	.602	27
Item 16	3.37	.492	27
Item 17	3.04	.649	27
Item 18	2.85	.602	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem 1	51.67	25.846	.628	.866
Aitem 2	51.74	25.507	.672	.864
Aitem 3	51.74	28.123	.311	.877
Aitem 4	51.81	26.695	.664	.867
Aitem 5	51.89	26.333	.515	.870
Aitem 6	51.52	26.105	.677	.865
Aitem 7	51.93	27.917	.212	.882
Aitem 8	51.96	26.729	.394	.876
Aitem 9	51.63	26.396	.735	.865
Aitem 10	51.70	26.217	.592	.868
Aitem 11	51.74	27.430	.487	.872
Aitem 12	51.89	25.718	.552	.869
Aitem 13	51.74	26.276	.625	.867
Aitem 14	52.04	28.037	.161	.886
Aitem 15	51.67	26.538	.426	.874
Aitem 16	51.44	26.949	.460	.872
Aitem 17	51.78	25.410	.567	.868
Aitem 18	51.96	25.499	.606	.867

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
54.81	29.541	5.435	18

Putaran 2

Case Processing Summary

		N	%
Cases	Valid	27	100.0
	Excluded (a)	0	.0
	Total	27	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.895	16

Item Statistics

	Mean	Std. Deviation	N
Aitem 1	3.15	.534	27
Aitem 2	3.07	.550	27
Aitem 3	3.07	.385	27
Aitem 4	3.00	.392	27
Aitem 5	2.93	.550	27
Aitem 6	3.30	.465	27
Aitem 8	2.85	.602	27
Aitem 9	3.19	.396	27
Aitem 10	3.11	.506	27
Aitem 11	3.07	.385	27
Aitem 12	2.93	.616	27
Aitem 13	3.07	.474	27
Aitem 15	3.15	.602	27
Aitem 16	3.37	.492	27
Aitem 17	3.04	.649	27
Aitem 18	2.85	.602	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem 1	46.00	23.308	.642	.886
Aitem 2	46.07	22.994	.684	.884
Aitem 3	46.07	25.456	.334	.896
Aitem 4	46.15	24.054	.700	.886
Aitem 5	46.22	23.564	.569	.889
Aitem 6	45.85	23.670	.666	.886
Aitem 8	46.30	23.909	.447	.894
Aitem 9	45.96	23.883	.739	.885
Aitem 10	46.04	23.960	.541	.890
Aitem 11	46.07	25.148	.415	.894
Aitem 12	46.22	23.103	.578	.889
Aitem 13	46.07	23.687	.647	.886

Aitem 15	46.00	24.000	.431	.895
Aitem 16	45.78	24.410	.462	.892
Aitem 17	46.11	22.795	.594	.888
Aitem 18	46.30	22.986	.616	.887

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
49.15	26.900	5.187	16

Validitas & reliabilitas Kepuasan Kerja

Putaran 1

Case Processing Summary

		N	%
Cases	Valid	27	100.0
	Excluded (a)	0	.0
	Total	27	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.903	60

Item Statistics

	Mean	Std. Deviation	N
Aitem 1	3.33	.620	27
Aitem 2	2.93	.550	27
Aitem 3	3.22	.506	27
Aitem 4	2.67	.620	27
Aitem 5	3.00	.679	27
Aitem 6	3.33	.555	27
Aitem 7	3.07	.730	27
Aitem 8	2.44	.847	27
Aitem 9	3.22	.506	27
Aitem 10	2.81	.557	27
Aitem 11	3.30	.465	27

Aitem 12	3.04	.338	27
Aitem 13	2.93	.616	27
Aitem 14	3.11	.506	27
Aitem 15	3.26	.447	27
Aitem 16	2.67	.620	27
Aitem 17	2.44	.641	27
Aitem 18	2.78	.506	27
Aitem 19	2.89	.506	27
Aitem 20	3.04	.587	27
Aitem 21	2.56	.506	27
Aitem 22	3.00	.555	27
Aitem 23	3.07	.675	27
Aitem 24	3.19	.483	27
Aitem 25	2.74	.656	27
Aitem 26	2.96	.759	27
Aitem 27	3.00	.734	27
Aitem 28	2.89	.698	27
Aitem 29	2.41	.501	27
Aitem 30	2.56	.577	27
Aitem 31	2.93	.550	27
Aitem 32	2.74	.656	27
Aitem 33	2.70	.542	27
Aitem 34	3.00	.784	27
Aitem 35	3.00	.392	27
Aitem 36	2.85	.456	27
Aitem 37	3.22	.506	27
Aitem 38	3.19	.681	27
Aitem 39	2.52	.753	27
Aitem 40	3.04	.518	27
Aitem 41	3.26	.526	27
Aitem 42	2.96	.649	27
Aitem 43	3.15	.456	27
Aitem 44	3.37	.565	27
Aitem 45	3.22	.641	27
Aitem 46	2.70	.669	27
Aitem 47	2.93	.829	27
Aitem 48	2.67	.832	27
Aitem 49	2.48	.643	27
Aitem 50	3.15	.534	27
Aitem 51	2.89	.506	27
Aitem 52	2.74	.594	27
Aitem 53	2.96	.518	27
Aitem 54	3.19	.483	27

Aitem 55	3.41	.501	27
Aitem 56	3.04	.437	27
Aitem 57	3.04	.437	27
Aitem 58	3.11	.424	27
Aitem 59	3.15	.534	27
Aitem 60	3.07	.730	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem 1	174.19	177.695	.606	.899
Aitem 2	174.59	182.020	.390	.901
Aitem 3	174.30	181.986	.429	.901
Aitem 4	174.85	185.593	.126	.904
Aitem 5	174.52	188.336	-.037	.906
Aitem 6	174.19	178.080	.656	.899
Aitem 7	174.44	174.949	.654	.898
Aitem 8	175.07	184.764	.114	.905
Aitem 9	174.30	183.217	.338	.902
Aitem 10	174.70	181.524	.418	.901
Aitem 11	174.22	180.718	.573	.900
Aitem 12	174.48	183.182	.526	.901
Aitem 13	174.59	179.097	.524	.900
Aitem 14	174.41	180.789	.518	.900
Aitem 15	174.26	180.430	.623	.900
Aitem 16	174.85	188.131	-.024	.905
Aitem 17	175.07	180.071	.444	.901
Aitem 18	174.74	181.969	.430	.901
Aitem 19	174.63	183.319	.330	.902
Aitem 20	174.48	181.182	.416	.901
Aitem 21	174.96	183.575	.311	.902
Aitem 22	174.52	181.490	.422	.901
Aitem 23	174.44	179.103	.473	.900
Aitem 24	174.33	183.462	.337	.902
Aitem 25	174.78	180.487	.408	.901
Aitem 26	174.56	186.179	.065	.905
Aitem 27	174.52	180.028	.383	.901
Aitem 28	174.63	175.627	.648	.898
Aitem 29	175.11	188.795	-.068	.905
Aitem 30	174.96	192.422	-.290	.908
Aitem 31	174.59	176.405	.781	.898

Aitem 32	174.78	200.410	-.686	.913
Aitem 33	174.81	183.157	.317	.902
Aitem 34	174.52	182.336	.243	.903
Aitem 35	174.52	181.028	.656	.900
Aitem 36	174.67	186.538	.109	.904
Aitem 37	174.30	184.370	.253	.902
Aitem 38	174.33	182.077	.303	.902
Aitem 39	175.00	177.231	.514	.900
Aitem 40	174.48	180.567	.523	.900
Aitem 41	174.26	180.276	.535	.900
Aitem 42	174.56	176.333	.658	.898
Aitem 43	174.37	186.165	.139	.903
Aitem 44	174.15	189.516	-.111	.906
Aitem 45	174.30	185.447	.129	.904
Aitem 46	174.81	176.387	.634	.898
Aitem 47	174.59	188.712	-.057	.907
Aitem 48	174.85	173.516	.634	.898
Aitem 49	175.04	183.883	.219	.903
Aitem 50	174.37	177.011	.761	.898
Aitem 51	174.63	186.242	.116	.904
Aitem 52	174.78	179.410	.524	.900
Aitem 53	174.56	180.103	.557	.900
Aitem 54	174.33	178.846	.698	.899
Aitem 55	174.11	182.872	.368	.901
Aitem 56	174.48	179.644	.706	.899
Aitem 57	174.48	184.105	.321	.902
Aitem 58	174.41	180.174	.682	.899
Aitem 59	174.37	184.242	.247	.903
Aitem 60	174.44	175.949	.600	.899

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
177.52	188.105	13.715	60

Putaran 2

Case Processing Summary

		N	%
Cases	Valid	27	100.0
	Excluded (a)	0	.0
	Total	27	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.942	42

Item Statistics

	Mean	Std. Deviation	N
Aitem 1	3.33	.620	27
Aitem 2	2.93	.550	27
Aitem 3	3.22	.506	27
Aitem 6	3.33	.555	27
Aitem 7	3.07	.730	27
Aitem 9	3.22	.506	27
Aitem 10	2.81	.557	27
Aitem 11	3.30	.465	27
Aitem 12	3.04	.338	27
Aitem 13	2.93	.616	27
Aitem 14	3.11	.506	27
Aitem 15	3.26	.447	27
Aitem 17	2.44	.641	27
Aitem 18	2.78	.506	27
Aitem 19	2.89	.506	27
Aitem 20	3.04	.587	27
Aitem 21	2.56	.506	27
Aitem 22	3.00	.555	27
Aitem 23	3.07	.675	27
Aitem 24	3.19	.483	27
Aitem 25	2.74	.656	27
Aitem 27	3.00	.734	27
Aitem 28	2.89	.698	27
Aitem 31	2.93	.550	27
Aitem 33	2.70	.542	27

Aitem 35	3.00	.392	27
Aitem 38	3.19	.681	27
Aitem 39	2.52	.753	27
Aitem 40	3.04	.518	27
Aitem 41	3.26	.526	27
Aitem 42	2.96	.649	27
Aitem 46	2.70	.669	27
Aitem 48	2.67	.832	27
Aitem 50	3.15	.534	27
Aitem 52	2.74	.594	27
Aitem 53	2.96	.518	27
Aitem 54	3.19	.483	27
Aitem 55	3.41	.501	27
Aitem 56	3.04	.437	27
Aitem 57	3.04	.437	27
Aitem 58	3.11	.424	27
Aitem 60	3.07	.730	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem 1	122.48	161.721	.623	.940
Aitem 2	122.89	165.795	.412	.941
Aitem 3	122.59	166.251	.415	.941
Aitem 6	122.48	162.413	.651	.939
Aitem 7	122.74	158.969	.675	.939
Aitem 9	122.59	167.097	.349	.942
Aitem 10	123.00	165.308	.440	.941
Aitem 11	122.52	165.259	.539	.940
Aitem 12	122.78	167.103	.540	.941
Aitem 13	122.89	162.026	.608	.940
Aitem 14	122.70	164.909	.520	.940
Aitem 15	122.56	164.564	.625	.940
Aitem 17	123.37	164.704	.414	.941
Aitem 18	123.04	166.499	.396	.941
Aitem 19	122.93	167.148	.345	.942
Aitem 20	122.78	165.410	.409	.941
Aitem 21	123.26	167.661	.306	.942
Aitem 22	122.81	165.311	.442	.941

Aitem 23	122.74	162.738	.507	.941
Aitem 24	122.63	167.934	.300	.942
Aitem 25	123.07	163.687	.465	.941
Aitem 27	122.81	163.003	.447	.941
Aitem 28	122.93	160.071	.644	.939
Aitem 31	122.89	161.333	.737	.939
Aitem 33	123.11	168.026	.257	.942
Aitem 35	122.81	165.157	.656	.940
Aitem 38	122.63	166.011	.310	.942
Aitem 39	123.30	161.524	.514	.941
Aitem 40	122.78	164.103	.570	.940
Aitem 41	122.56	165.487	.456	.941
Aitem 42	122.85	161.131	.629	.939
Aitem 46	123.11	161.256	.602	.940
Aitem 48	123.15	157.054	.680	.939
Aitem 50	122.67	161.769	.727	.939
Aitem 52	123.07	163.533	.529	.940
Aitem 53	122.85	163.977	.580	.940
Aitem 54	122.63	162.627	.735	.939
Aitem 55	122.41	167.405	.330	.942
Aitem 56	122.78	163.564	.731	.939
Aitem 57	122.78	168.026	.327	.942
Aitem 58	122.70	164.140	.701	.940
Aitem 60	122.74	159.199	.662	.939

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
125.81	171.926	13.112	42

Putaran 3

Case Processing Summary

		N	%
Cases	Valid	27	100.0
	Excluded (a)	0	.0
	Total	27	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.942	41

Item Statistics

	Mean	Std. Deviation	N
Item 1	3.33	.620	27
Item 2	2.93	.550	27
Item 3	3.22	.506	27
Item 6	3.33	.555	27
Item 7	3.07	.730	27
Item 9	3.22	.506	27
Item 10	2.81	.557	27
Item 11	3.30	.465	27
Item 12	3.04	.338	27
Item 13	2.93	.616	27
Item 14	3.11	.506	27
Item 15	3.26	.447	27
Item 17	2.44	.641	27
Item 18	2.78	.506	27
Item 19	2.89	.506	27
Item 20	3.04	.587	27
Item 21	2.56	.506	27
Item 22	3.00	.555	27
Item 23	3.07	.675	27
Item 24	3.19	.483	27
Item 25	2.74	.656	27
Item 27	3.00	.734	27
Item 28	2.89	.698	27
Item 31	2.93	.550	27
Item 35	3.00	.392	27
Item 38	3.19	.681	27
Item 39	2.52	.753	27
Item 40	3.04	.518	27
Item 41	3.26	.526	27
Item 42	2.96	.649	27
Item 46	2.70	.669	27
Item 48	2.67	.832	27
Item 50	3.15	.534	27
Item 52	2.74	.594	27
Item 53	2.96	.518	27

Aitem 54	3.19	.483	27
Aitem 55	3.41	.501	27
Aitem 56	3.04	.437	27
Aitem 57	3.04	.437	27
Aitem 58	3.11	.424	27
Aitem 60	3.07	.730	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem 1	119.78	157.872	.627	.940
Aitem 2	120.19	161.849	.420	.942
Aitem 3	119.89	162.487	.409	.942
Aitem 6	119.78	158.795	.638	.940
Aitem 7	120.04	155.114	.681	.939
Aitem 9	119.89	163.410	.337	.942
Aitem 10	120.30	161.447	.443	.941
Aitem 11	119.81	161.387	.543	.941
Aitem 12	120.07	163.302	.534	.941
Aitem 13	120.19	158.234	.608	.940
Aitem 14	120.00	161.077	.521	.941
Aitem 15	119.85	160.670	.632	.940
Aitem 17	120.67	160.923	.412	.942
Aitem 18	120.33	162.538	.405	.942
Aitem 19	120.22	163.256	.349	.942
Aitem 20	120.07	161.610	.407	.942
Aitem 21	120.56	163.718	.313	.942
Aitem 22	120.11	161.410	.448	.941
Aitem 23	120.04	158.883	.510	.941
Aitem 24	119.93	164.148	.294	.942
Aitem 25	120.37	159.704	.476	.941
Aitem 27	120.11	159.026	.457	.942
Aitem 28	120.22	156.410	.637	.940
Aitem 31	120.19	157.695	.727	.939
Aitem 35	120.11	161.333	.656	.940
Aitem 38	119.93	162.148	.312	.943
Aitem 39	120.59	157.558	.524	.941
Aitem 40	120.07	160.302	.569	.941
Aitem 41	119.85	161.746	.449	.941

Aitem 42	120.15	157.516	.619	.940
Aitem 46	120.41	157.635	.592	.940
Aitem 48	120.44	153.179	.687	.939
Aitem 50	119.96	158.114	.717	.939
Aitem 52	120.37	159.704	.530	.941
Aitem 53	120.15	160.208	.576	.940
Aitem 54	119.93	158.840	.735	.940
Aitem 55	119.70	163.678	.320	.942
Aitem 56	120.07	159.764	.731	.940
Aitem 57	120.07	164.148	.329	.942
Aitem 58	120.00	160.308	.703	.940
Aitem 60	120.04	155.422	.663	.940

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
123.11	168.026	12.962	41

Putaran 4

Case Processing Summary

		N	%
Cases	Valid	27	100.0
	Excluded	0	.0
	(a) Total	27	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.942	40

Item Statistics

	Mean	Std. Deviation	N
Aitem 1	3.33	.620	27
Aitem 2	2.93	.550	27
Aitem 3	3.22	.506	27
Aitem 6	3.33	.555	27
Aitem 7	3.07	.730	27

Aitem 9	3.22	.506	27
Aitem 10	2.81	.557	27
Aitem 11	3.30	.465	27
Aitem 12	3.04	.338	27
Aitem 13	2.93	.616	27
Aitem 14	3.11	.506	27
Aitem 15	3.26	.447	27
Aitem 17	2.44	.641	27
Aitem 18	2.78	.506	27
Aitem 19	2.89	.506	27
Aitem 20	3.04	.587	27
Aitem 21	2.56	.506	27
Aitem 22	3.00	.555	27
Aitem 23	3.07	.675	27
Aitem 25	2.74	.656	27
Aitem 27	3.00	.734	27
Aitem 28	2.89	.698	27
Aitem 31	2.93	.550	27
Aitem 35	3.00	.392	27
Aitem 38	3.19	.681	27
Aitem 39	2.52	.753	27
Aitem 40	3.04	.518	27
Aitem 41	3.26	.526	27
Aitem 42	2.96	.649	27
Aitem 46	2.70	.669	27
Aitem 48	2.67	.832	27
Aitem 50	3.15	.534	27
Aitem 52	2.74	.594	27
Aitem 53	2.96	.518	27
Aitem 54	3.19	.483	27
Aitem 55	3.41	.501	27
Aitem 56	3.04	.437	27
Aitem 57	3.04	.437	27
Aitem 58	3.11	.424	27
Aitem 60	3.07	.730	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Aitem 1	116.59	154.020	.633	.940
Aitem 2	117.00	158.000	.423	.942

Aitem 3	116.70	158.832	.396	.942
Aitem 6	116.59	154.943	.644	.940
Aitem 7	116.85	151.208	.691	.939
Aitem 9	116.70	159.755	.323	.942
Aitem 10	117.11	157.718	.437	.942
Aitem 11	116.63	157.627	.540	.941
Aitem 12	116.89	159.564	.524	.941
Aitem 13	117.00	154.462	.608	.940
Aitem 14	116.81	157.387	.512	.941
Aitem 15	116.67	156.846	.635	.940
Aitem 17	117.48	157.028	.418	.942
Aitem 18	117.15	158.746	.403	.942
Aitem 19	117.04	159.499	.343	.942
Aitem 20	116.89	157.949	.397	.942
Aitem 21	117.37	159.781	.321	.942
Aitem 22	116.93	157.687	.442	.942
Aitem 23	116.85	154.900	.523	.941
Aitem 25	117.19	155.695	.490	.941
Aitem 27	116.93	155.148	.463	.942
Aitem 28	117.04	152.652	.638	.940
Aitem 31	117.00	154.000	.722	.939
Aitem 35	116.93	157.687	.640	.941
Aitem 38	116.74	158.353	.311	.943
Aitem 39	117.41	153.635	.533	.941
Aitem 40	116.89	156.487	.571	.941
Aitem 41	116.67	158.077	.438	.942
Aitem 42	116.96	153.806	.616	.940
Aitem 46	117.22	153.872	.592	.940
Aitem 48	117.26	149.199	.701	.939
Aitem 50	116.78	154.410	.713	.940
Aitem 52	117.19	156.003	.525	.941
Aitem 53	116.96	156.422	.576	.941
Aitem 54	116.74	155.046	.737	.940
Aitem 55	116.52	160.028	.305	.942
Aitem 56	116.89	156.026	.727	.940
Aitem 57	116.89	160.410	.321	.942
Aitem 58	116.81	156.541	.701	.940
Aitem 60	116.85	151.516	.673	.940

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
119.93	164.148	12.812	40

Normalitas

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
komitmen	27	100.0%	0	.0%	27	100.0%
kepuasan	27	100.0%	0	.0%	27	100.0%

Descriptives

			Statistic	Std. Error
komitmen	Mean		49.1481	.99815
	95% Confidence Interval for Mean	Lower Bound	47.0964	
		Upper Bound	51.1999	
	5% Trimmed Mean		48.7346	
	Median		48.0000	
	Variance		26.900	
	Std. Deviation		5.18655	
	Minimum		43.00	
	Maximum		63.00	
	Range		20.00	
	Interquartile Range		3.00	
	Skewness		1.506	.448
	Kurtosis		1.931	.872
kepuasan	Mean		119.9259	2.46568
	95% Confidence Interval for Mean	Lower Bound	114.8577	
		Upper Bound	124.9942	
	5% Trimmed Mean		119.4877	
	Median		119.0000	
	Variance		164.148	
	Std. Deviation		12.81203	
	Minimum		94.00	
	Maximum		154.00	
	Range		60.00	
	Interquartile Range		19.00	
	Skewness		.644	.448
	Kurtosis		.762	.872

Tests of Normality

	Kolmogorov-Smirnov(a)			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
komitmen	.291	27	.000	.799	27	.000
kepuasan	.131	27	.200(*)	.962	27	.419

* This is a lower bound of the true significance.

a Lilliefors Significance Correction

Linieritas

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
komitmen * kepuasan	27	100.0%	0	.0%	27	100.0%

Report

komitmen			
kepuasan	Mean	N	Std. Deviation
94.00	43.0000	1	.
106.00	47.0000	1	.
107.00	43.0000	1	.
108.00	57.0000	1	.
109.00	43.0000	1	.
110.00	48.0000	1	.
111.00	47.0000	2	.00000
113.00	48.0000	1	.
114.00	49.6667	3	1.52753
115.00	48.0000	1	.
119.00	47.5000	2	.70711
121.00	49.5000	2	3.53553
123.00	48.0000	1	.
124.00	44.0000	1	.
126.00	50.0000	1	.
130.00	47.0000	2	.00000
132.00	58.0000	1	.
136.00	47.0000	2	.00000
141.00	63.0000	1	.
154.00	62.0000	1	.
Total	49.1481	27	5.18655

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
komitmen * kepuasan	Between Groups	(Combined)	681.741	19	35.881	14.217	.001
		Linearity	236.798	1	236.798	93.826	.000
		Deviation from Linearity	444.942	18	24.719	9.794	.002
	Within Groups		17.667	7	2.524		
	Total		699.407	26			

Measures of Association

	R	R Squared	Eta	Eta Squared
komitmen * kepuasan	.582	.339	.987	.975

Nonparametric Correlations

Correlations

			komitmen organisasi	kepuasan kerja
Kendall's tau_b	komitmen organisasi	Correlation Coefficient	1.000	.267
		Sig. (2-tailed)	.	.068
		N	27	27
	kepuasan kerja	Correlation Coefficient	.267	1.000
		Sig. (2-tailed)	.068	.
		N	27	27

Crosstabs

jenis kelamin * komitmen organisasi Crosstabulation

Count		komitmen organisasi			Total
		sangat tinggi	tinggi	sedang	
jenis kelamin	laki-laki	1	11	3	15
	perempuan	3	8	1	12
Total		4	19	4	27

usia * komitmen organisasi Crosstabulation

Count

		komitmen organisasi			Total
		sangat tinggi	tinggi	sedang	
usia	51-60	0	1	0	1
	41-50	1	2	1	4
	31-40	2	11	3	16
	21-30	1	5	0	6
Total		4	19	4	27

jenis kelamin * kepuasan kerja Crosstabulation

Count

		kepuasan kerja			Total
		sangat tinggi	tinggi	sedang	
jenis kelamin	laki-laki	1	10	4	15
	perempuan	1	7	4	12
Total		2	17	8	27

usia * kepuasan kerja Crosstabulation

Count

		kepuasan kerja			Total
		sangat tinggi	tinggi	sedang	
usia	51-60	0	0	1	1
	41-50	1	3	0	4
	31-40	1	8	7	16
	21-30	0	6	0	6
Total		2	17	8	27

komitmen organisasi * kepuasan kerja Crosstabulation

Count

		kepuasan kerja			Total
		sangat tinggi	tinggi	sedang	
komitmen organisasi	sangat tinggi	2	1	1	4
	tinggi	0	15	4	19
	sedang	0	1	3	4
Total		2	17	8	27